

	Course Name	Dates & Times	Investment
* _	Interviewing Full	<b>November 1</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	MBTI - Enhancing Relationships	<b>November 2</b> 8:30 am - 4:30 pm	<b>\$123 + \$30</b> MBTI Fee
<u>Register</u>	Managing Multiple Priorities	<b>November 3</b> 8:30 am - 4:30 pm	\$123
	Effective Management Series - Kalispell	8:30 am - 4:30 pm	<b>\$695 + 10%</b> materials fee
	MBTI & Communication	November 14	
	Interviewing	November 15	
Register	Supervision for the 21 <sup>st</sup> Century	November 29	
for Kalispell	Strategic Planning	November 30	
	Managing Conflict	December 6	
	Performance Management	December 7	
	Documenting Disciplinary Action	December 13	
	Synthesis	December 14	
Register	MBTI and Communication - Kalispell	November 14	\$123 + \$30
<u></u>		8:30 am - 4:30 pm	MBTI Fee
* -	Managing Conflict-Full	<b>November 15</b> 8:30 am - 4:30 pm	\$123 + \$17 TKI Instrument Fee
<u>Register</u>	Interviewing - Kalispell	<b>November 15</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	State Budget Class Full	<b>November 15</b> 9:00 am - 3:00 pm	\$110
<u>Register</u>	Outward Mindset - 2 Day Course	<b>November 16, 17</b> 8:30 am - 4:30 pm	\$195
* -	Performance Management: The Basics-Full	<b>November 22</b> 8:30 am to 4:30 pm	\$123
<u>Register</u>	Grammatically Correct	<b>November 22</b> 8:30 am -12:00 pm	\$95
<u>*</u>	Documenting Disciplinary Action-Full	<b>November 29</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Supervision for the 21st Century - Kalispell	<b>November 29</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Effective Communication Skills	<b>November 30</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Strategic Planning - Kalispell	November 30 8:30 am - 4:30 pm	\$123

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	Course Name	Dates & Times	Investment
<u>Register</u>	The Leadership Challenge®	<b>December 6, 7, 13</b> 8:30 am - 4:30 pm	\$400 + 10% materials fee
<u>Register</u>	Managing Conflict - Kalispell	December 6 8:30 am - 4:30 pm	\$123 + \$17 TKI Instrument Fee
<u>Register</u>	Performance Management - Kalispell	<b>December 7</b> 8:30 am to 4:30 pm	\$123
<u>Register</u>	Employee Accountability Cancelled	<b>December 8</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Writing Clearly and Concisely	<b>December 8</b> 8:30 am - 12:00 pm	\$95
<u>Register</u>	Documenting Disciplinary Action - Kalispell	<b>December 13</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Effective Presentations - 3 Day Course	<b>December 14, 15, 16</b> 8:30 a.m 4:30 p.m.	\$369
<u>Register</u>	Mindfulness in the Workplace	<b>December 15</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Male / Female Communication	<b>December 20</b> 8:30 am - 12:00 pm	\$95
<u>Register</u>	Generations in the Workplace	<b>December 20</b> 1:00 pm to 4:30 pm	\$95
<u>Register</u>	Meeting Minutes (Webinar)	<b>January 5</b> 8:30 a.m Noon	\$95
<u>Register</u>	Managing Conflict	<b>January 5</b> 8:30 am - 4:30 pm	<b>\$123 + \$19</b> TKI Fee
<u>Register</u>	Employee Accountability	<b>January 10</b> 8:30 am - 4:30 pm	\$123
	Effective Management Series	8:30 am - 4:30 pm	\$695 + \$69 Assessment fee
	Supervision for the 21st Century	January 11	
	MBTI & Communication	January 25	
	Strategic Planning	February 1	
<u>Register</u>	Managing Conflict	February 8	
	Interviewing	February 15	
	Performance Management	March 1	
	Documenting Disciplinary Action	March 8	
	Synthesis	March 15	
		January 11	
<u>Register</u>	Supervision for the 21st Century	8:30 am - 4:30 pm	\$123
Register Register	Supervision for the 21st Century  Effective E-mail Writing		\$123 \$95
		8:30 am - 4:30 pm January 18	
<u>Register</u>	Effective E-mail Writing	8:30 am - 4:30 pm <b>January 18</b> 8:30 am - Noon <b>January 18</b>	\$95
Register Register	Effective E-mail Writing The Respectful Workplace	8:30 am - 4:30 pm  January 18  8:30 am - Noon  January 18  8:30 am - 4:30 pm  January 19	\$95 \$123



	Course Name	Dates & Times	Investment
<u>Register</u>	Excel 2016 - Beginning	<b>January 26</b> 9:00 am - 3:00 pm	<b>\$110 + \$10</b> Lab Fee
<u>Register</u>	Performance-Driven Leadership	<b>January 31</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Roberts Rules of Order - Webinar	<b>January 31</b> 10:00 am - 11:30 am	\$70
<u>Register</u>	Exploring Emotional Intelligence	<b>January 31</b> 8:30 am - 4:30 pm	<b>\$123 + \$34</b> EQ Self-Assessment
<u>Register</u>	Strategic Planning	<b>February 1</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Decision Making	<b>February 7</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Managing Conflict	<b>February 8</b> 8:30 am - 4:30 pm	<b>\$123 + \$19</b> TKI Fee
<u>Register</u>	Writing Clearly and Concisely	<b>February 9</b> 8:30 am - Noon	\$95
<u>Register</u>	Mindfulness in the Workplace	<b>February 9</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Excel 2016 - Intermediate	<b>February 9</b> 9:00 am - 3:00 pm	<b>\$110 + \$10</b> Lab Fee
<u>Register</u>	Interviewing	<b>February 15</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Punctuation for Clarity	<b>February 16</b> 8:30 am - Noon	\$95
<u>Register</u>	Outward Mindset - 2 Day Course	<b>February 15 &amp; 16</b> 8:30 am - 4:30 pm	\$195
<u>Register</u>	Advanced PowerPoint 2016	<b>February 28</b> 9:00 am - 3:00 pm	<b>\$110 + \$10</b> Lab Fee
<u>Register</u>	Performance Management	<b>March 1</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	The Leadership Challenge®	<b>March 2, 16, &amp; 23</b> 8:30 am - 4:30 pm	\$400 + 10% assessment fee
<u>Register</u>	Interviewing	<b>March 7</b> 8:30 a.m 4:30 p.m.	\$123
<u>Register</u>	Documenting Disciplinary Action	<b>March 8</b> 8:30 am - 4:30 pm	\$123
	Effective Management Series - Missoula	8:30 am - 4:30 pm	\$695 + \$69 assessment fee
	Supervision for the 21st Century	March 7	
Register for	Strategic Planning	March 8	
	MBTI & Communication	March 14	
<u>Missoula</u>	Interviewing and Coaching	March 15	
	Managing Conflict	March 21	
	Performance Management	March 22	
	Documenting Disciplinary Action	March 28	
	Synthesis	March 29	
<u>Register</u>	Supervision for the 21st Century - Missoula	<b>March 7</b> 8:30 am - 4:30 pm	\$123
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	Course Name	Dates & Times	Investment
Register	Strategic Planning - Missoula	<b>March 8</b> 8:30 am - 4:30 pm	\$123
Register	Project Management	<b>March 9</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	MBTI & Communication - Missoula	<b>March 14</b> 8:30 am - 4:30 pm	<b>\$123 + \$50</b> MBTI Fee
<u>Register</u>	Grammatically Correct	March 14 8:30 am -Noon	\$95
<u>Register</u>	Interviewing - Missoula	<b>March 15</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Excel 2016 - Advanced	<b>March 16</b> 9:00 am - 3:00 pm	<b>\$110 + \$10</b> Lab Fee
<u>Register</u>	Managing Conflict - Missoula	<b>March 21</b> 8:30 am - 4:30 pm	\$123 + \$19 TKI Instrument Fee
Register	Generations in the Workplace	<b>March 21</b> 1:00 pm - 4:30 pm	\$95
Register	MBTI - Enhancing Relationships	March 21 8:30 am - 4:30 pm March 22 8:30 am - Noon	<b>\$195 + \$72</b> MBTI Fee
<u>Register</u>	Performance Management - Missoula	<b>March 22</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Documenting Disciplinary Action - Missoula	<b>March 28</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Developing Coaching Skills	<b>March 28</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Employee Accountability	<b>March 29</b> 8:30 pm to 4:30 pm	\$123
<u>Register</u>	Exploring Emotional Intelligence	<b>March 30</b> 8:30 am - 4:30 pm	<b>\$123 + \$34</b> EQ Self-Assessment
<u>Register</u>	Meeting Minutes	<b>March 30</b> 8:30 am - Noon	\$95
<u>Register</u>	Remote Management	<b>April 4</b> 8:30 am - Noon	\$95
<u>Register</u>	Writing Clearly and Concisely	<b>April 4</b> 8:30 am - Noon	\$95
<u>Register</u>	Excel 2016 - Intermediate	<b>April 4</b> 9:00 am - 3:00 pm	<b>\$110 + \$10</b> Lab Fee
<u>Register</u>	The Respectful Workplace	<b>April 5</b> 8:30 am - 4:30 pm	\$123
	Effective Management Series	8:30 am - 4:30 pm	\$695 + \$69 Assessment fee
	Supervision for the 21st Century	April 6	
Docietes	MBTI & Communication	April 13	
	Strategic Planning	April 20	
Register	Managing Conflict	April 27	
	Interviewing	May 4	
	Performance Management	May 11	
	Documenting Disciplinary Action	May 18	
	Synthesis	May 25	
Register	Supervision for the 21st Century  (Note: schedule is not a static	April 6 8:30 am - 4:30 pm	<b>\$123</b> Page



	Course Name	Dates & Times	Investment
<u>Register</u>	Serving Customers	<b>April 6</b> 8:30 am -Noon	\$95
<u>Register</u>	Challenges in Customer Service	<b>April 13</b> 1:00 pm to 4:30 pm	\$95
	Everyday Leadership Series - Billings	8:30 am - 4:30 pm	\$595 + \$34 Assessment fee
	Leadership in Action	April 11	
Register for	Teambuilding	April 12	
<u>Billings</u>	Mindfulness in the Workplace	April 18	
	Developing Coaching Skills	April 19	
	Creating a Motivating Environment	April 25	
	Vision and Change	April 26	
Dowietow	-	April 11	\$123
<u>Register</u>	Leadership in Action -Billings	8:30 am - 4:30 pm	\$125
<u>Register</u>	Outward Mindset - 2 Day Course - Kallispell	April 11 & 12	\$195
_		8:30 am - 4:30 pm <b>April 12</b>	\$123 + \$19
<u>Register</u>	Teambuilding - Billings	8:30 am - 4:30 pm	Parker Survey
<u>Register</u>	MBTI & Communication	April 13	\$123 + \$50
<u>Kegisiei</u>	Wild a communication	8:30 am - 4:30 pm	MBTI Fee
<u>Register</u>	Communication Skills for Customer Service	<b>April 20</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Mindfulness in the Workplace - Billings	<b>April 18</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Managing Multiple Priorities	<b>April 18</b> 9:00 am - 3:00 pm	\$110
<u>Register</u>	Developing Coaching Skills -Billings	<b>April 19</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Strategic Planning	<b>April 20</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Responsible Customer Service	<b>April 27</b> 8:30 am - noon	\$95
<u>Register</u>	Creating a Motivating Environment - Billings	<b>April 25</b> 8:30 am to 4:30 pm	<b>\$123 + \$15</b> Clifton Strengths Finder
<u>Register</u>	Vision and Change - Billings	<b>April 26</b> 8:30 am to 4:30 pm	\$123
<u>Register</u>	Mindfulness in the Workplace	<b>April 26</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Managing Conflict	<b>April 27</b> 8:30 am - 4:30 pm	\$123 + \$19 TKI Instrument Fee
<u>Register</u>	Leading Innovation	<b>May 2</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	State Budget Process	<b>May 3</b> 9:00 am - 3:00 pm	\$110
<u>Register</u>	Interviewing	<b>May 4</b> 8:30 am - 4:30 pm	\$123
<u>Register</u>	Performance Management	<b>May 11</b> 8:30 am to 4:30 pm	\$123



	Course Name	Dates & Times	Investment
<u>Register</u>	Documenting Disciplinary Action	<b>May 18</b> 8:30 am - 4:30 pm	\$123